



CONFERENCE THEME: IMMIGRATION AND DISCRIMINATION: *Issues and Opportunities*

Conference Description:

Times are changing, as well as demographics. How well are our communities prepared for this transformation? The population and labor force will continue to diversify, as immigration continues to account for a sizable part of population growth. Immigration trends tell us to expect 820,000 immigrants to arrive annually in the United States, from 14 percent in 1995 to 19 percent by 2020. It is believed that over the next decade, 40 million people will enter the workforce, about 25 million will leave the workforce, and 109 million will remain. Immigration trends tell us to expect 820,000 immigrants to arrive annually in the United States. These shifts suggest new challenges for neighborhoods and workplaces as well as unprecedented opportunities. This conference will help prepare participants to meet these challenges head on and make the most of these opportunities.

CONFERENCE AGENDA

8:00-9:00 AM	Registration
9:00-9:30 AM	Welcome
9:30-11:45 AM	Plenary Session/Workshop
12:00-1:15 PM	Luncheon
1:30-3:45 PM	CONCURRENT WORKSHOPS: Housing Workshop & Commissioner's Training Workshop

Welcome:

- **Mayor J. Michael Houston of Springfield**
- **Sandy Robinson, President, Illinois Human Relations Association**
- **Rocco J. Claps, Director, Illinois Department of Human Rights**

Morning Plenary Session/Workshop: Immigration and Employment

Are you familiar with Illinois law on the use of e-Verify? Are there potential employment discrimination issues associated with e-Verify and immigration in general? How do driver's licenses for undocumented immigrants factor into this discussion? Our panel of subject matter experts will help us delve into these and other topics related to employment and immigration.

Immigration and Employment Panel (Moderator: Evelyn Sterling, Village of Park Forest)

- **Amalia Rioja, Deputy Chief of Staff to Governor Pat Quinn**
- **Amalia Martinez, Supervising Attorney, Illinois Department of Human Rights**
- **Alie Kabba, Executive Director of the United African Organization**
- **Karla M. Altmayer, Equal Justice Works Fellow, Illinois Migrant Legal Assistance Program**
- **Leone Jose Bicchieri, Executive Director, Chicago Workers' Collaborative**

Luncheon Keynote (Introduction by Cedric Melton, Village of Oak Park)

- **Keith Chambers, Executive Director, Illinois Human Rights Commission**

Afternoon General Workshop: Immigration and Housing

The afternoon panel of presenters will explore the issue of housing discrimination against immigrants. Particular focus will be given to the challenges that many immigrants encounter in their search for affordable housing.

Immigration and Housing Panel (Moderator: Marian Honel, Illinois Department of Human Rights)

- Juliana Gonzalez-Crussi, Policy Analyst & Housing Outreach Coordinator, Latino Policy Forum
- Alie Kabba, Executive Director of the United African Organization
- Leone Jose Bicchieri, Executive Director, Chicago Workers' Collaborative
- Deanie Brown, Associate Chancellor for Access and Equal Opportunity, University of Illinois, Springfield

Afternoon Commissioner Workshop

How much training and orientation did you get when you became a human relations commissioner for your municipality? Do you know your powers and authority? How about your limitations and responsibilities? During the session we will discuss information critical for human relations commissioners, including a review of the Illinois Open Meetings Act, to remind Commissioners of the legal limits of their communications and decision-making powers.

Afternoon Commissioner Workshop Presenter:

- Mark Barthelemy, Human Rights Officer, City of Decatur

Panel Members and Speaker Information:



Karla M. Altmayer
Staff Attorney
Legal Assistance Foundation

Karla M. Altmayer is an Equal Justice Works Fellow and staff attorney with the Illinois Migrant Legal Assistance Project at LAF. Karla is currently leading the Agricultural Women's Advocacy Project/Proyecto de Apoyo, a state-wide effort to empower farmworker women who are victims of employment-based sexual harassment and gender discrimination. In addition to litigation, Karla conducts regular "Know Your Rights" workshops for farmworker women, educating them about workplace gender violence and identifying potential resources for self-empowerment including counseling, access to public benefits, and immigration relief. Additionally, Karla provides trainings to labor, medical, and rape crisis advocates throughout the state to raise awareness of the rampant sexual harassment in the fields, and establish a collaborative effort among advocates to help farmworker women. As part of her project, Karla is also an adjunct professor at Northern Illinois University College of Law where she co-teaches a course on farmworker law.



Mark Barthelemy
Human Rights Officer
City of Decatur

Mark Barthelemy is the City of Decatur's Human Rights Officer. He is in his 38th year of service to the City of Decatur. He retired as Decatur's Chief of Police on January 27, 2006. He was a thirty-year veteran of the Police Department. He is a native of Decatur, holds a BA from Millikin University in Sociology and he is a graduate of the 172nd session of the FBI National Academy in Quantico, Virginia. He is married to wife, Vickie, and they have three daughters and three grandchildren. Immediately following his retirement from the police department, he began his new assignment as the Human Rights Officer. His job duties involve educating the community about the duties and responsibilities of the Decatur Human Relations Commission, prevention of discrimination and harassment, and investigating claims of unlawful discrimination against any of the protected classes with respect to employment, housing, real estate, lending and places of public accommodation.



Leone Jose Bicchieri
Executive Director
Chicago Workers'
Collaborative

Currently the Executive Director of the Chicago Workers' Collaborative, and Co-Coordinator of the Just Pay for All coalition in Illinois, Leone has spent over 20 years organizing and mobilizing around workplace rights, community issues, and justice for immigrant workers, as well as fighting the illegal use of criminal background checks—primarily used to keep African Americans from gaining employment. Leone has organized in various parts of the nation, organizing farm labor, supporting poultry workers and chicken farmers, fighting for justice in meatpacking communities, and documenting Human Rights abuses in a war zone in Central America. Leone now focuses on organizing low-wage workers in the Chicago area to gain higher wages, better working conditions, and respect at work—especially the 350,000 workers in the Chicago region's temp labor sector. He has worked as a staff person with local, regional, and national groups, including: P.C.U.N. (the Oregon Farm Worker Union), the Immigrant Workers Freedom Ride, Witness for Peace, Center for New Community, Interfaith Worker Justice, Service Employees Int'l Union Local 1, and the Restaurant Opportunities Center of Chicago.



Keith Chambers
Executive Director
Illinois Human Rights
Commission

N. Keith Chambers is the Executive Director of the Illinois Human Rights Commission. In this position, he has leadership and operations responsibility for managing the process adjudications of alleged violations to the Illinois Human Rights Act. He has served in this capacity since 2007, working with the Board of Commissioners and its current Chair Martin Castro, to streamline processes, improve upon efficiencies and to continue to preserve the overall integrity of the system. Keith is a skilled and seasoned practitioner, with broadband experience having worked in both the public and private sectors. He has worked at senior levels within the corporate structure, within local, county and state government structures, served in a public policy making position for four (4) Illinois Governors, a County Board President, a sitting Mayor, and confirmed by the Illinois Senate four (4) times. Keith is a proud graduate of Governors State University where he received his Master's Degree in Public Administration and the University of Illinois in Springfield where he received a Bachelor's Degree in Labor Relations. He has received several awards throughout his career, the Outstanding Community Service Award from both the Springfield Urban League and the Springfield Chapter of the NAACP, the Community Leadership Award from the Village of South Holland and the Outstanding Service to the Business Community Award from the Illinois Black Chamber of Commerce and others.



Juliana Gonzalez-Crussi
Policy Analyst & Housing
Outreach Coordinator
Latino Policy Forum

Juliana Gonzalez-Crussi is an accomplished public service leader with a solid understanding of the housing industry and currently holds an Illinois governor appointed position on the Illinois Housing Development Authority Trust Fund Advisory board as well as a Chicago mayoral appointment to the Advisory Council on Equity. Juliana currently works at the Latino Policy Forum as a Housing Policy Analyst. She previously worked as Senior Housing Research Analyst at the DePaul University Real Estate Center Institute for Housing Studies and as Director of Housing for the Illinois Migrant Council, a private statewide non-profit agency that provides services to migrant and seasonal farmworkers. Juliana also brings significant international experience to her work at the Latino Policy Forum, having taught English as a second language in Mexico, France and China. Juliana serves as a board member for the Farmworker & Landscaper Advocacy Project and the Illinois Association of Agency and Community Organizations for Migrant Advocacy. She received her B.A. in International Studies and a M.S. in International Public Service from DePaul University.



Deanie Brown
Associate Chancellor for Access
and Equal Opportunity
University of Illinois, Springfield

Deanie Brown is an attorney serving as Associate Chancellor for Access and Equal Opportunity at the University of Illinois at Springfield, where her role includes service as campus compliance and public access coordinator for the *Americans with Disabilities Act*; *Title IX* gender equity coordinator; oversight for fair and AA/EEO compliant recruitment and retention processes for faculty and academic professionals; resolution of complaints of unlawful discrimination and harassment; and other goals in support of inclusion, access, and progress. Deanie received her Juris Doctor degree from the University of Illinois, where she taught Rhetoric and College Writing to urban and rural students from various ethnic and racial backgrounds, while also leading the Writers' Workshop for the *Griot*, literary journal of the African American Cultural Program. Deanie has served on numerous social justice boards and organizations and has devoted much of her professional career and all of her personal resolve to serving and advocating for welcoming, inclusive, equitable, and diverse practices and environments.



Alie Kabba
Executive Director
United African Organization

Alie Kabba is the Executive Director of the United African Organization (UAO), which is a dynamic coalition of African community-based associations that promotes social and economic justice, civic participation and empowerment of African immigrants and refugees in Illinois. Under his leadership, UAO has become a highly visible and respected national advocacy organization with strategic focus on grassroots organizing, leadership development and public policy analysis. He is Board President of the Illinois Coalition for Immigrant and Refugee Rights, which is a statewide coalition of more than 130 organizations dedicated to promoting the rights of immigrants and refugees to full and equal participation in the civic, cultural, social and political life of Illinois. He serves as Chair of the Golden Door Coalition, which is committed to the resettlement of refugees with dignity and the support necessary to thrive in the US. In his role as board member of Cable Access Network Television (CAN-TV), Alie Kabba's efforts to give voice to issues affecting diverse communities in Chicago has propelled him to the forefront of shaping important dialogues and initiatives to make CAN-TV an invaluable public television resource for all constituencies in Chicago. He is recipient of many awards in recognition of his distinguished service and leadership role in multiple civic arenas.



Amalia Martinez
Supervising Attorney
Illinois Department of Human Rights

Amalia Martinez has served as a Supervising Attorney at the Illinois Department of Human Rights (IDHR) for the past two years and a half. Prior to this, Amalia served as a Staff Attorney at IDHR for four years. Under the direction of IDHR's Chief Legal Counsel, Amalia directs and participates in the review and legal analysis of employment, housing, and public accommodation discrimination cases. Amalia engages in fair housing litigation before the Illinois Human Rights Commission and conducts training on IDHR's procedures under the Illinois Human Rights Act. Amalia holds a B.A. in English Language and Literature from the University of Chicago and a Juris Doctor from DePaul University College of Law. She is currently an active member of the Hispanic Employment Plan Advisory Council as well as the Governor's Office of New Americans Interagency Committee.



Amalia Rioja
Deputy Chief of Staff to
Governor Pat Quinn

Amalia Rioja serves as a Deputy Chief of Staff in the Office of Governor Pat Quinn. Amalia is responsible for engaging state agencies to promote and advance the Governor's Latino Agenda, Immigrant Agenda, and initiatives. In her current role, Amalia also has policy and operations responsibilities over the Department of Revenue, Illinois Gaming Board, the Racing Board, the Illinois Liquor Control Commission and the Illinois Lottery. Prior to this position, Amalia was Senior Counsel and Deputy General Counsel for the Office of the Governor. Before joining the office, Amalia served as the Acting Public Access Counselor ("PAC") for the Office of the Attorney General and as Chief Deputy PAC where she supervised the PAC attorneys and staff. She also worked in the Office of the Comptroller as the Deputy General Counsel. Before joining state government, Amalia worked for the Mexican American Legal Defense and Educational Fund (MALDEF) and in private practice with the law firm of Baker & McKenzie. She is a graduate of Northwestern University School of Law and Northwestern University's Medill School of Journali